



Produced monthly by the State Equal Employment Management (SEEM) Office ...

JFHQ'S EEO/EO OFFICE

Mr. Ferdinand LeCompte, MS.HRM
State Equal Employment Manager (SEEM)
(916) 854-3646

LTC James-Michael Yates
M-Day, State EOA (HR/EO)
(916) 854-3646

SGM Betty McCoy
EEO Specialist/JFHQ EOA/NCOIC
(916) 854-3417

MSG Joe Ann Ridder
EEO Specialist/JFHQ EOA/NCO
(916) 854-4451

Mrs. Elke Angstenberger
Secretary
(916) 854-3421

Welcome, NGB EEO/EO PEV Team!



The National Guard Bureau (NGB) Office of Equal Opportunity and Civil Rights will be conducting a Program Evaluation Visit (PEV) during the period of 7 – 15 September 2006. The team will visit the Joint Force Headquarters (JFHQ) and a combination of Air and Army military units and technician work centers throughout Northern and Southern California. A cross-section of our work force will be interviewed and our programs will be reviewed.

Let's welcome the following NGB PEV team members:

- Mrs. Mary Odum, *Deputy Director, NGB-EO/EEO Program Manager*

- Mrs. Jacqueline Ray-Morris, *EO Special Programs Manager*
- LTC Pamela Hayes, *ANG-EO Program Manager*
- MAJ Edwin Perez, *Deputy Director, NGB-EO*
- MAJ Rhonda Chevalier Pugh, *ARNG EO Program Manager*
- SMSgt Charlotte Smith, *Assistant HRA Program Manager*
- SGM Victor Angry, *Senior Enlisted Advisor to ARNG-EO*

National Hispanic Heritage Month



National Hispanic Heritage Month is a period to recognize the contributions of Hispanic Americans to the United States and to celebrate Hispanic heritage and culture. The observation started in 1968 as National Hispanic Heritage Week and was expanded in 1988 to cover a 30-day period starting on 15 September and ending on 15 October. It was enacted into law on 17 August 1988 on the approval of Public Law 100-402.

15 September was chosen as the starting point for the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras, and

Nicaragua. In addition, Mexico and Chile celebrate their independence days on 16 September and 18 September, respectively.

Public Law 100-402 authorizes and requests the President to issue an annual proclamation designating 15 September through 15 October, as "National Hispanic Heritage Month."¹

JFHQ'S EEO/EO Office Website

The JFHQ's EEO/EO Office website has a lot of information which is provided to you by going to the following website address:

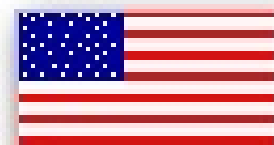
www.calguard.ca.gov/cahr/eo_eoo.html.

There, you will find policy letters, forms, publications, Meet Your EEO Staff flyer, monthly newsletter(s) among other information.

If you have any questions pertaining to the website, please call the JFHQ's EEO/EO Office at (916) 854-3421, 3417, 4451, and 3646. DSN 466.



**The JFHQ's EEO/EO Office
would like to wish everyone a
very happy and safe Labor
Day holiday weekend!**



Computer/Electronic Accommodations Program

The Computer/Electronic Accommodations Program (CAP) provides assistive technology and services to people with disabilities, Federal managers, supervisors, and IT professionals. CAP increases access to information and works to remove barriers to employment opportunities by eliminating the costs of assistive technology and accommodation solutions.

The Under Secretary of Defense for Personnel and Readiness established CAP in 1990 as the centrally funded reasonable accommodations program for employees with disabilities in the Department of Defense (DoD). Following the National Defense Authorization Act of October 2000, Congress granted CAP the authority to provide assistive technology, devices, and services free of charge to Federal agencies that have a partnership agreement with CAP. The TRICARE Management Activity, a field activity in the Office of the Assistant Secretary of Defense (Health Affairs), serves as the executive agent for CAP.

Their mission is to ensure that people with disabilities have equal access to the information environment and opportunities in the DoD and throughout the Federal government. By fulfilling this mission of providing real solutions for real needs, CAP is helping to make the Federal government the model employer for people with disabilities.

Much of CAP's success lies in our ability to provide reasonable accommodations to employees quickly and easily, increasing employment and retention of employees with disabilities.

CAP Timeline/History

Since 1990, CAP has been at the forefront of providing assistive technology to allow DoD and other Federal employees with disabilities, as well as their employers, to access electronic and information technology.

As information technology has evolved, CAP has continued to offer increasingly productive solutions to reduce or eliminate obstacles facing their customers navigating the information environment or seeking employment opportunities. As CAP's history demonstrates, their

achievements have not gone unrecognized. In support of Federal directives, Presidential Executive orders, and working in partnership with the Federal agencies CAP serve, it has become a recognized leader in reasonable accommodations and providing cutting edge assistive technologies.

Workforce Recruitment Program (6 Jan 2005)

The Workforce Recruitment Program for College Students with Disabilities (WRP) is co-sponsored by the Department of Labor (DoL) and the Department of Defense (DoD). Over 50 Federal agencies participate in the program annually. The WRP invites businesses in the private sector to participate in the hiring process of WRP students. This year, more than 70 WRP recruiters went to 220 colleges and universities and interviewed over 1,900 students with disabilities.

The Computer/Electronic Accommodations Program (CAP) has supported this program since its inception by providing free assistive technology and accommodations for WRP students during their internships. CAP staff is available to assist the WRP students with obtaining free assistive technologies.

CAP also supports the WRP by sponsoring a **WRP Central** web site, and it will offer employment resources for WRP students, WRP supervisors, HR professionals, and WRP workgroups. It will offer information on WRP activities, Federal recruitment and employment resources, and reasonable accommodations.

As the Federal government strives to become the model employer, it seeks to accommodate people with disabilities at all phases of the employment lifecycle—from recruitment and placement to promotion and retention. In 2003, and again in 2006, the Department of Defense and the Department of Labor demonstrated their support of the WRP as an effective recruitment tool by issuing a joint Secretary's memo urging participation in the program by all Federal agencies.

This memo encourages hiring WRP students to assist with Federal recruiting of individuals with disabilities. In 2005, 49 agencies hired 350 WRP students.

Employment Information

Recruitment, Placement, Retention, and Promotion

Recruitment and placement include web-based employment application processes with the Federal government. Both USAJOBS and the Defense Application Assistance Office can serve as resources for finding jobs and simplifying the application process. The U.S. Office of Personnel Management (OPM) manages the USAJOBS website and OPM also offers a disability web site at www.opm.gov/disability. The USAJOBS website has an individually tailored employment search and "job agents" working for you — see MyUSAJOBS. WRP students should use this job-searching tool if they want to apply for permanent positions.

The Employer Assistance & Recruiting Network (EARN) is part of the Department of Labor's Office of Disability Employment Policy (ODEP). EARN is a free service that connects employers looking for quality employees with skilled job candidates.

CAP Assistive Technology Resources

CAP plays an integral role in the WRP throughout the recruitment and placement process. CAP works directly with students and supervisors to obtain assistive technology for the students to perform the essential functions of their jobs. WRP students may visit a local assistive technology center for a needs assessment to determine the assistive technology that will best meet their needs.²

For more information of CAP, visit the following website:

www.tricare.osd.mil/cap/About_us/

This publication is distributed on a monthly basis. If you have any questions or comments, please call the State EEO/EO office at (916) 854-3421, 3417, 4451, and 3436. DSN 466.

¹ Accessed 17 August 2006; available from http://en.wikipedia.org/wiki/National_Hispanic_Heritage_Month Internet.

² Accessed 22 August 2006; available from http://www.tricare.osd.mil/cap/About_us/ Internet.